



April 23, 2019

Jasdeep Singh
31 Hunter Drive
West Hartford, CT

Dear Dr. Singh:

I am writing to confirm our discussion yesterday, April 22, 2019 pertaining to your administrative leave. As you know, LEARN has received a complaint pertaining to your behavior and LEARN is in the process of investigating that complaint. The complaint will be investigated pursuant to LEARN policy and regulation 4118.2, copies of which are enclosed.

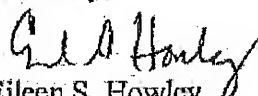
While the investigation is pending, I am placing you on administrative leave with pay. The conditions for your administrative leave are as follows:

1. You are not to report to work.
2. You are not to take any action on behalf of LEARN, unless directed otherwise in writing by me.
3. You are to refrain from accessing the district's computer server or communicating with subordinates during this time, except as directed by me.
4. The investigation is considered confidential, although that does not prevent you from discussing the matter with legal advisors and/or your spouse.
5. Retaliation against any individual who gives information pertaining to the investigation is strictly prohibited.

Your administrative leave will continue until further notice from me. The investigation will include an opportunity for you to be heard. You will be contacted about this opportunity.

Please let me know if you have any questions.

Sincerely,


Eileen S. Howley
Executive Director

enc: Policy and Regulation 4118.2
cc: Personnel File

Good Morning Riverside Staff,

I need to share with you that beginning today, April 23, 2019, Dr. Singh has been put on administrative leave pending an investigation regarding a staff policy. To protect all involved, this is a confidential process. LEARN leadership does not comment on issues involving a staff member during an open investigation. However, should you have any concerns, please feel free to reach out to Nat Brown, LEARN's Director of Human Resources (860-434-4800 ext 115, nbrown@learn.k12.ct.us<mailto:nbrown@learn.k12.ct.us>).

During Dr. Singh's absence, Mrs. Kelly will be acting as the interim principal. LEARN intends to provide additional administrative support to the school.

Respectfully,

Eileen Howley

Eileen S. Howley, Ed.D.

LEARN Director of Human Resources

Dear Ms. Apostolidis, Ms. Frechette, and LEARN,

I'd like to thank you for the respectful interview yesterday and time provided through this process. I feel terrible about the impact my unwise choices apparently have had on individuals. Though I don't feel as though I've violated the policy, I recognize the serious nature of what we discussed and the improvements I need to make. As the process continues, please let me know how I may continue to support Riverside, LEARN, and Goodwin as I have over the past three years.

In my interview, I hope my answers showed that I made some decisions to avoid having any employee work in a hostile work environment or feel beholden to anyone other than their students and job responsibilities. It is clear that certain individuals may have felt otherwise and for that I am sorry. The situations took place a while ago and though I'd learned from them, this process has been, and will continue to be, deeply reflective for me. I've learned a large lesson through this, through growth within my personal life and family, and through exploring my faith.

It has always been my lifelong passion to support children and a school community, and it is my hope to continue to grow in this direction. There has been amazing progress at Riverside in terms of community, climate, safety, and academics and I would continue to work professionally and diligently every day to further that collaborative work. If my return to Riverside is deemed not possible, which I sincerely hope is not the case, I hope that I may continue to support LEARN and its mission in some capacity or be supported in continuing my journey with another district.

I am truly apologetic for my choices that made this process necessary.

Sincerely,
Jasdeep

June 5, 2019

Dear Dr Hawley,

I appreciate the opportunity LEARN has provided me as principal. However, I have decided to pursue other opportunities in my ~~care~~^{career} at this time and am resigning my position as of June 30th,

Sincerely,

Sandeep Singh

Dr A Hawley

LEARN Executive Director 6/5/19



June 5, 2019

Dear Parents and Families,

On Tuesday, June 4, Dr. Singh resigned his position as Principal of Riverside Magnet School (RMS) to explore new career opportunities. The school, under his leadership, has grown to educate children Pre-K through grade 5 with collaborations that have led to student growth, particularly in the areas of literacy and math. We thank Dr. Singh for his contributions to the ongoing development of this school.

LEARN and Goodwin College look forward to what lies ahead for Riverside Magnet School and have already begun preparations for searching for the next leader of RMS. We begin this process by developing a leadership profile that reflects the needs of the entire school community. In the course of the next several weeks, families and staff will be invited to participate in focus groups to develop this leadership profile which articulates the leadership knowledge and skills for the next principal. The profile is then used to shape the recruiting, screening and interviewing processes so that every member of the community can have a voice. We are also seeking volunteers to serve on the initial screening committee. Future notices will follow.

We look forward to joining with members of the RMS school community to ensure the success of the next leader and the students who call RMS home. The school staff, LEARN and Goodwin College administrations remain committed to the continuation of the nurturing atmosphere at RMS where children are challenged to take care of themselves, one another and the environment.

Tonja Kelly will be the acting Principal for the remainder of this 2018-19 school year. She and Kate Ericson, Deputy Associate Director of LEARN, may be contacted with any questions or to express your interest in participating in the search process.

Tonja Kelly, 860.709.6800 or tkelly@riversidemagnetschool.org

Kate Ericson, 860.434.4800, extension 345 or kericson@learn.k12.ct.us.

Thank you for your active engagement as partners in your child's education. We appreciate the support our families give to Riverside Magnet School.

Sincerely,

A handwritten signature in cursive script that reads "Kate Ericson".

Kate Ericson

Deputy Executive Director of LEARN





To: Len Bestoff/ NBC Connecticut

Date: 8/15/2019

From: Katherine Ericson- Executive Director, LEARN
44 Hatchetts Hill Road
Old Lyme, CT 06371

Background Information:

On April 22, LEARN received a complaint from a former employee. The complaint alleged inappropriate behavior involving Dr. Jasdeep Singh. LEARN immediately put him on administrative leave and launched an extensive five-week investigation conducted by an outside investigator. On June 4, Dr. Singh met with a team of LEARN administrators who shared the information gathered by the investigator. During this meeting, Dr. Singh resigned.

My response to the situation:

"Any alleged inappropriate behavior that is reported to us is dealt with immediately, as it was in the situation involving Dr. Jasdeep Singh. At LEARN we do not and will not tolerate any violation of the professional trust of our Riverside community."

"We want our students, faculty and staff to know that they always have our support. Should there ever be a situation where anyone experiences anything that makes them uncomfortable, we want to know about it. We have professional guidelines for a reason."